

Department of the Interior
BUREAU: MINERALS MANAGEMENT SERVICE
*** Equal Opportunity Data Required to be Posted by the NO FEAR ACT**
P.L. 107-174

Reporting Period: FY 1999-2003
Point of Contact: Patricia Callis
Date:

Formal Complaints	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
# of complaints filed	13	23	14	17	10
# of individual filers	11	21	13	16	7
# of repeat filers	2	2	1	1	1

# of Complaints by Basis of Discrimination	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Race	2	13	6	9	2
Color	0	0	0	2	1
National Origin	2	9	3	2	2
Sex	6	20	3	10	3
Religion	0	0	12	1	2
Disability	2	3	5	1	1
Age	4	13	2	6	4
Reprisal	7	19	4	8	3
Non-EEO	0	0	0	0	0

# of Complaints by Issues of Alleged Discrimination	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Appointment/Hire	0	0	0	0	0
Assignment of Duties	1	1	0	1	0
Awards	0	3	1	2	1
Conversion to Full-Time	0	0	0	0	0
Disciplinary Action					
Demotion	0	0	0	0	0
Reprimand	0	0	0	0	0
Suspension	0	0	1	0	0
Removal	0	0	0	0	0
Other	0	0	0	0	0
Duty Hours	0	0	0	0	0
Evaluation/Appraisal	3	0	0	0	0
Examination/Test	0	0	0	0	0
Harassment					

a. Non-sexual	8	1	0	0	3
b. Sexual	0	0	0	0	0
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	0	0	2	0
Promotion/Non-Selection	0	8	8	6	3
Reassignment					
a. Denied	0	0	0	5	0
b. Directed	0	0	0	1	0
Reasonable Accommodation	0	0	0	0	0
Reinstatement	0	0	0	0	0
Retirement	0	0	0	1	1
Termination	0	1	0	1	0
Terms/Condition of Employment	3	2	0	0	0
Time & Attendance	0	2	0	0	2
Training	0	1	0	1	0
Other	8	3	4	7	2

* Based on best available data

Average Processing Time of Pending Complaints -	FY 1999		FY 2000		FY 2001		FY 2002		FY 2003	
1. All complaints pending during fiscal year										
	#	APT	#	APT	#	APT	#	APT	#	APT
Investigation	25	287	0	0	23	183	18	117	13	171
Final Agency Action	15	617	2	658	7	323	13	1475	14	808
2. Complaints in which a hearing is not requested										
Investigation	1	366	1	378	3	205	0	0	0	0
Final Agency Action	6	41	1	106	6	87	4	155	7	55
3. Complaints in which a hearing is requested										
Investigation	0	0	0	0	0	0	1	204	0	0
Final Agency Action	8	36	1	29	0	0	8	22	4	18
# OF COMPLAINTS DISMISSED	FY 1999		FY 2000		FY 2001		FY 2002		FY 2003	
	#	APT	#	APT	#	APT	#	APT	#	APT
	7	543	0	0	0	0	2	502	3	76

NOTE:

- Pending EEO Counseling and average processing time for counseling activity has not been historically tracked in this manner during FY 1999 - 2003
- APT calculated using total processing days

Number of Complaints Filed Prior to Fiscal Year	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Pending Complaints Filed Before Fiscal Year	40	30	30	32	26
Number of Individuals	18	21	24	23	24
Number in Investigations	22	16	7	7	11
Number in FAD	5	0	1	1	1
Complaints Pending in Current Fiscal Year					
Number of Investigations over 180 days	11	20	12	2	2

FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION

		with a hearing FY 1999		without hearing FY 1999		with a hearing FY 2000		without hearing FY 2000		with a hearing FY 2001		without hearing FY 2001		with a hearing FY 2002		without hearing FY 2002		with a hearing FY 2003		without hearing FY 2003	
		TOTAL		0		4		0		0		0		0		0		0		0	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BASES	Race			4																	
	Color																				
	National Origin																				
	Sex																				
	Religion																				
	Disability																				
	Age			4																	
	Reprisal																				
	Non-EEO																				
	Appointment/Hire																				
ISSUES	Assignments of Duties			1																	
	Awards			1																	
	Conversion to Full Time																				
	Disciplinary Action																				
	Demotion																				
	Reprimand																				
	Suspension																				
	Removal																				
	Duty Hours																				
	Evaluation/Appraisal																				

Examination/Test																			
Harassment																			
a. Non-sexual																			
b. Sexual																			
Medical Examination																			
Pay Including Overtime			1																
Promotion/Non-Selection																			
Reassignment																			
a. Denied																			
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